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PARTICIPANT ASSESSMENT

OF

USAID-KOREA

PROFILE REPORT

February 1971

The American University
DEVELOPMENT EDUCATION AND TRAINING RESEARCH INSTITUTE
2139 Wisconsin Avenue, N.W.
Washington, D.C.

INTRODUCTION

This first Profile Report on Participant Assessment of USAIDs was prepared under Contract No. AID/csd-2865 by The American University Development Education and Training Research Institute (DETRI). The findings and conclusions contained in the report are those of the contractor and not necessarily those of the Agency for International Development.

In providing a "profile" report rather than an annual report, we are embarking on a new form of reporting. DETRI had prepared a first Annual Report of the participants' assessment of their training programs in May 1969 and a second Annual Report in July 1970. These reports presented comprehensive findings on participants' reactions to all the aspects of their A.I.D. experience, and analyzed the relationships between some of these reactions and training program characteristics. They were distributed widely to provide information to many different types of audiences involved with A.I.D. participants.

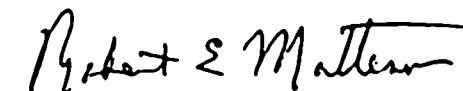
With the advent of the data bank as a part of DETRI's operation, it is now possible to prepare a wider variety of reports designed for special reader audiences. There will be profile reports prepared especially for USAIDs, for participating agencies, for major training facilities, etc. This USAID profile report series is intended for use primarily by A.I.D. Missions overseas. These USAID profiles will compare some of the responses of participants from selected countries with the responses of other A.I.D. participants from the same region and from the world.

This first USAID profile report provides information from participants interviewed between July 1967 and December 1970. Countries which had 125 or more participants completing exit-interviews during this time period will receive reports. The

USAID profile reports will appear annually, with the second profile report being planned for February 1972.

The purpose of this report is to provide feedback information to the Missions on that portion of the total training experience which they largely manage (the selection, the pre-departure preparation, etc.). With many Missions, each with somewhat different management "styles," there are bound to be different reactions on the part of the participants themselves. Further, the information about what happened during the pre-departure period was gathered in an exit interview after the participants' training was completed. In those cases where the training period was long, a "memory factor" creeps in.

We plan to deal with this by transferring these items on pre-departure experience to an entry interview, given shortly after the participant arrives from his home country. Until we can correct our own system this way, the information in this profile report is our best and most reliable reference source. It is hoped that the material here will be received in the spirit in which it is offered. Where your intent is to improve the management of your program, you can now listen to your participants speak for themselves.



Robert E. Matteson
Director

Office of International Training

February 1971

PREFACE

These DETRI USAID profile reports will be prepared for those countries which had 125 participants or more trained in the United States and given exit interviews by DETRI in the particular time period covered.* For these profile reports, the authors have selected 9 of the items which made up the criteria yardsticks (outcomes) in the First and Second Annual Reports to A.I.D. Responses to these items have been analyzed separately for each country for the Fiscal Years 1968 (if available), 1969, 1970, and the first half of Fiscal 1971, to make apparent any trends or changes in participant evaluations over time. The remainder of the items in the report were chosen because of their importance for monitoring participant reactions to their A.I.D.-related home country experiences. In the choice of these latter items, emphasis has been placed on selecting factors over which USAIDs have some measure of administrative control. These responses will be presented for comparison with the responses of A.I.D. participants from the same geographical region and from the world.

The data in these profile reports were collected in the same manner as the data presented in the first and second Annual Reports from DETRI to A.I.D. (May 1969, and July 1970). Academic and Special program participants fill out a printed standardized, structured questionnaire under the supervision of a person trained in its administration. They also receive an oral, unstructured interview conducted by cultural communication specialists on a private, anonymous basis. A standardized, structured questionnaire is administered orally to the members of Observation Training Teams as a group. (Definitions of categories of participant trainees are given in the Glossary.) More detailed information on the instruments and procedures used to collect the exit interview data are included in the Final

*Responses from fewer than 125 participants cannot be reliably or meaningfully interpreted.

Report on A.I.D. Participant Training Exit-Interview Development Study, December 1967, and the Guide for Users of the DETRI Exit Interview, November 1970.

There is ample evidence that these data are both reliable and valid for the participants interviewed. Tests of (1) the internal consistency of participant responses to the questionnaire, (2) interviewers' estimates of the validity of participants' responses, and (3) comparisons with results of other studies show the data to be technically acceptable. (For more detailed information see the First Annual Report, May 1969, pp iv-v.)

It is vital that the reader remember that the data presented in these reports come only from those participants who passed through Washington, D.C., on their return to their home countries, and who appeared at the DETRI exit interview. Participants who depart from Miami, New Orleans, and San Francisco account for losses in data, especially in the case of Latin American participants. Therefore, the information in these reports does not represent all the A.I.D. participant trainees who departed from the United States. It does, however, represent the most systematically gathered, and most dependable data on the largest group of foreign trainees ever studied.

This profile report has been prepared in six parts. Part I presents aggregate data on descriptive characteristics of all Academic and Special program participants. Parts II and III present fiscal year analyses for these participants on items which represent their overall reactions or which make some contribution to their overall reactions. Parts IV and V present comparative data for these participants on their home country experiences and expectations. Part VI presents aggregate data for the Observation Training Team members from the countries which had 3 or more teams completing exit interviews.

Within each part of this report, there is usually a narrative description of the information given by participants interviewed from the country being reported on. Whenever the responses given by these participants differs significantly^{*} from the responses given by the participants from the same region on any of the items presented in Parts IV and V, the differences will be discussed. If there is no statistically significant difference, no mention will be made of the information gathered from the regional participants. World-wide data are provided for reference purposes only.

This report was prepared by Paul R. Kimmel, William A. Lybrand, and William C. Ockey of The American University, DETRI, under Contract AID/csd-2865. The authors were ably assisted by Mary Ann Edsall, Ann Fenderson, and Roma Vaswani, also of the DETRI staff.

*"Significantly" means statistically significant. The test used was one of the "1% level of confidence." This means that the differences between the data from participants in the country and in the corresponding region could have occurred by chance alone less than 1 in 100 times. It is unlikely that such obtained differences are a result of chance alone. It is probable (99 out of 100 times) that the differences obtained are attributable to causal factors--although the causes may not be known.

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GLOSSARY

Academic program participant: a student who had a training program for one or more academic terms in regular curriculum courses in an accredited institution which grants an academic degree, whether or not a degree is the objective and whether or not courses are audited or taken for credit.

Special program participant: a participant whose training included one or more of the following types of training: (1) courses, seminars, or other organized programs in a specialized field which may result in the award of a certificate or diploma; (2) intensive briefings and instruction on a specific job or group of related jobs with an opportunity for close observation of the work activities, actual work experience, or both; (3) brief visits to offices, businesses, factories, government agencies, or other organizations to observe work processes and activities.

Observation training team participants: trainees who have training programs of short duration, who usually are higher level people, and who learn primarily through observation at a number of facilities usually in a number of cities or other geographic areas.

REFERENCES

A.I.D. Participant Training Exit Interview Development Study. Washington, D.C., Office of International Training, Agency for International Development, ARC* Catalog No. 374.013, A 512c, U.S. Department of State, December 1967.

A narrative report which discusses the purpose, scope, and background rationale for the Exit Interview; the requirements for the Exit Interview program; the plan for developing instruments and procedures; technical considerations in constructing instruments, gathering data, and recording results; and reports from DETRI to AID/OIT. (5 Appendices)

Participant Assessment of A.I.D. Training Programs: A Descriptive Statistical Report. Washington, D.C., Office of International Training, Agency for International Development, ARC Catalog No. 374.013, A 512, U.S. Department of State, May 1968.

Descriptive findings from Exit Interviews conducted with 859 Academic and Special participants and 342 Observation Training Team members between July 1967 and February 1968. An overview of these participants' perceptions of, and reactions to, their entire training programs.

Participant Assessment of A.I.D. Training Programs: First Annual Report. Washington, D.C., Office of International Training, Agency for International Development, ARC Catalog No. 374.013, A 512a, U.S. Department of State, May 1969.

Descriptive and analytic findings from Exit Interviews conducted with 1810 Academic and Special participants and

*A.I.D. Reference Center, Room 1656 NS, AID/State Department, Washington, D.C., 20523.

610 Observation Training Team members between July 1967 and September 1968. An overview of these participants' reactions to various aspects of their A.I.D. experience and an examination of the relationship between key responses and training program characteristics. Includes a special intensive analysis of the principal satisfactions of Academic and Special participants. Recommendations. (One Appendix)

Participant Assessment of A.I.D. Training Programs: Second Annual Report. Washington, D.C., Office of International Training, Agency for International Development, ARC Catalog No. 374.013, A 512a, U.S. Department of State, July 1970.

Descriptive and analytic findings from Exit Interviews conducted with 1384 Academic and Special participants and 503 Observation Training Team members between September 1968 and September 1969. (Same format as First Annual Report, above.)

Guide for Users of the DETRI Exit Interview. Washington, D.C., Office of International Training, Agency for International Development, ARC Catalog No. 374.013 A 265f, U.S. Department of State, November 1970.

A narrative handbook to answer questions of those who have received Exit Interview questionnaires and reports and to reassure those who believe participant reactions imply personal criticism. A discussion of common problems raised by users of the Exit Interview with suggestions for reading individual questionnaires and using results in future programming.

PARTICIPANT ASSESSMENT OF USAID KOREA

From July 1967 through December 1970, 169 Korean participants in Academic and Special training programs and 20 participants in observation training team programs received exit interviews at the American University DETRI. This report presents aggregate data from these participants on items that are relevant to USAID activities in Korea. As the interview formats for both the team members and the Academic and Special participants was revised during the reporting period, not all questions were asked of all participants. Consequently, the total number of responses in each table does not always correspond to the total number of participants.

PART I

PARTICIPANT CHARACTERISTICS

About 4 out of 5 of the Korean participants had Special training programs, whereas about 20% received Academic training (Table 1). Just over 20% of these participants were in the fields of agriculture or public administration. About 18% each took part in training programs in transportation or health and sanitation (Table 2). The median length of sojourn for Academic participants was about 18 months. The median length for participants in Special training programs was about 6 months (Table 6).

The median number of years of education for Korean participants prior to their A.I.D. training programs was 16 years (Table 3). The median age of the participants was 35 (Table 4). All but 3 of the Korean participants receiving exit interviews at DETRI were male (Table 5).

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Table 1

Q. How many participants had Academic training programs and how many had Special training programs?

TYPE OF PROGRAM	PARTICIPANTS	
	%	N
Academic	21.3	36
Special	78.7	133
TOTALS	100.0	169

Table 2

Q. In what fields of training were the participants?

FIELD OF TRAINING	PARTICIPANTS	
	%	N
Agriculture	21.7	23
Industry & Mining	11.3	12
Transportation	17.9	19
Health & Sanitation	17.9	19
Education	8.5	9
Public Administration	22.7	24
TOTALS	100.0	106

Table 3

Q. How many years of education did the participants have before beginning their A.I.D. training programs? (Item 169)

YEARS OF EDUCATION	PARTICIPANTS	
	%	N
7-11	1.2	2
12	5.3	9
13-15	8.9	15
16	53.2	90
17-18	21.3	36
19 and over	10.1	17
<hr/>		
TOTALS	100.0	169

Table 4

Q. What were the ages of the participants? (Item 164)

AGE	PARTICIPANTS	
	%	N
27 or less	6.5	11
28-30	14.8	25
31-34	32.5	55
35-39	29.6	50
40-45	9.5	16
46 or more	7.1	12
<hr/>		
TOTALS	100.0	169

Table 5

Q. What was the sex of the participants? (Item 165)

SEX	PARTICIPANTS	
	%	N
Male	98.2	166
Female	1.8	3
TOTALS	100.0	169

Table 6

Q. How long were the participants' sojourns in the United States? (Item 182)

LENGTH OF PROGRAM (Months)	ACADEMIC PARTICIPANTS		SPECIAL PARTICIPANTS	
	%	N	%	N
1-4	0.0	0	0.0	0
5-6	4.8	1	58.2	32
7-11	19.0	4	40.0	22
12-15	19.0	4	1.8	1
16-24	28.6	6	0.0	0
25 or more	28.6	6	0.0	0
TOTALS	100.0	21	100.0	55

PART II

OVERALL REACTIONS

The 5 tables which appear in this part of the report present data on items that were found to be important measures of participants' overall reactions to their A.I.D. experiences in DETRI's 2 annual reports (May 1969 and July 1970). The Korean participants' responses to these items are presented by fiscal year to show any changes in overall reactions that may have occurred over time.

Over 70% of the individual participants rated their satisfaction with their total experience as A.I.D. participants at one of the top 2 scale rating positions in Fiscal 1969, Fiscal 1970, and the first 6 months of Fiscal 1971. Over 60% gave ratings this high in Fiscal 1968. Conversely, less than 3% give ratings below the mid-point on this satisfaction scale in any of the fiscal years being considered (Table 7).

Between 67 and 71% of the Academic participants from Korea rated their satisfaction with their total technical training in the United States at one of the top 2 scale positions in each of the 3 1/2 fiscal years. The small number of Academic participants in any given fiscal year makes time comparisons within Table 8 somewhat unreliable.

In 1969 about 2 out of 3 of the Korean participants in Special training programs rated their satisfaction with their total technical training at one of the top 2 scale positions. In Fiscal 1970 the figure rose to 72%, and in the first half of Fiscal 1971 to 82%. The percentage giving ratings at or below the mid-point on this scale decreased proportionately for these 2 1/2 fiscal years. These changes are not statistically significant, however (Table 9).

The DETRI interviewers rated 55% of the Korean participants to have become "more positive" toward the United States as a society in Fiscal 1969, 65% in Fiscal 1970, and

38% in the first half of Fiscal 1971. Although these percentage differences are great, they are not statistically significant due to the small number of participants in this table (Table 10). The DETRI interviewers rated 65% of the Korean participants to have become "more positive" toward the American people in Fiscal 1969, 62% in Fiscal 1970, and 52% in the first half of Fiscal 1971 (Table 11).

Table 7

Q. How satisfied were the participants with their total experience as an A.I.D. participant? (Item 162)

SATISFACTION RATING	FY '68		FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N	%	N
1 (Extremely satisfied)	15.2	7	29.7	11	46.7	21	26.8	11
2	45.6	21	43.2	16	28.9	13	46.3	19
3	28.3	13	24.3	9	15.6	7	24.4	10
4	8.7	4	0.0	0	6.7	3	2.4	1
5								
6	2.2	1	2.7	1	2.2	1	0.0	0
7 (Not at all satisfied)								
TOTALS	100.0	46	100.0	37	100.0	45	100.0	41

Table 8

Q. Overall, how satisfied were the Academic participants with the total technical training they received? (Item 84A)

SATISFACTION RATING	FY '68		FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N	%	N
1 (Extremely satisfied)	35.7	5	16.7	1	44.4	4	14.3	1
2	35.7	5	50.0	3	22.2	2	57.1	4
3	14.3	2	16.7	1	11.1	1	14.3	1
4	7.1	1	0.0	0	0.0	0	14.3	1
5								
6	7.1	1	16.7	1	22.2	2	0.0	0
7 (Not at all satisfied)								
TOTALS	100.0	14	100.0	6	100.0	9	100.0	7

Table 9

Q. Overall, how satisfied were the Special participants with the total technical training they received? (Item 81S)

SATISFACTION RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely satisfied)	38.0	11	44.4	16	20.6	7
2	27.6	8	27.8	10	61.8	21
3	20.7	6	22.2	8	14.7	5
4	6.9	2	2.8	1	2.9	1
5	6.9	2	2.8	1	0.0	0
6	0.0	0	0.0	0	0.0	0
7 (Not at all satisfied)	0.0	0	0.0	0	0.0	0
TOTALS	100.0	29	100.0	36	100.0	34

Table 10

Q. How did the interviewers rate the participants' feelings about the U.S. society?

FEELINGS ABOUT U.S. SOCIETY	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
Became more positive	55.0	11	64.5	20	37.9	11
Stayed the same	30.0	6	22.6	7	37.9	11
Became more negative	15.0	3	12.9	4	24.2	7
TOTALS	100.0	20	100.0	31	100.0	29

Table 11

Q. How did the interviewers rate the participants' feelings about the American people?

FEELINGS ABOUT AMERICAN PEOPLE	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
Became more positive	65.2	15	61.5	24	51.6	16
Stayed the same	17.4	4	20.5	8	25.8	8
Became more negative	17.4	4	18.0	7	22.6	7
TOTALS	100.0	23	100.0	39	100.0	31

PART III

CONTRIBUTING OUTCOMES

The 4 items discussed in this part of the report were found to be related to the participants' overall reactions in DETRI's two annual reports. The data are presented by fiscal years to show any changes that may have occurred. Fiscal 1968 does not appear in these tables since data were not available on these items for that time period.

Between 58 and 73% of the Korean participants interviewed gave high ratings of satisfaction with the planning of their training program in Korea ("1" or "2" on the scale) in the 2 1/2 fiscal years under consideration (Table 12). The participant's evaluations of their home country orientation showed less fluctuation over the 2 1/2 fiscal years. Between 53 and 62% of the participants interviewed rated their satisfaction with their Korean orientations about the United States at one of the top 2 scale positions. Less than 10% showed low satisfaction with these orientations by making a rating below the mid-point on this satisfaction scale in one of the 3 time periods (Table 13).

Although the small number of participants in Table 14 make comparisons unreliable, only 1 of the 21 Academic participants interviewed at DETRI in the last 2 1/2 fiscal years has rated the suitability of his technical training program to his home country conditions below the mid-point on this scale. Between 60 and 90% have given one of the top 2 scale ratings to the suitability of their technical training programs (Table 14).

Participants in Special training programs generally gave lower ratings than Academic participants to the suitability of their technical training programs to their home country conditions. Between 3 and 17% of these participants in the

2 1/2 fiscal years rated the suitability of their training below the mid-point on this scale. The participants interviewed in the first half of Fiscal 1971 less often gave high ("1" or "2") ratings to the suitability of their training than did those interviewed in Fiscal 1969 or Fiscal 1970 (Table 15).

Table 12

Q. How satisfied were the participants with the planning in their home country of their training program? (Item 49)

SATISFACTION RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely satisfied)	31.2	10	42.4	14	18.2	6
2	28.1	9	30.3	10	39.4	13
3	18.8	6	12.1	4	33.3	11
4	9.4	3	12.1	4	6.1	2
5						
6	12.5	4	3.0	1	3.0	1
7 (Not at all satisfied)						
TOTALS	100.0	32	100.0	33	100.0	33

Table 13

Q. How satisfied were the participants with the orientations they received in their home country about the United States? (Item 51)

SATISFACTION RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely satisfied)	41.4	12	37.1	13	11.8	4
2	20.7	6	20.0	7	41.2	14
3	24.1	7	17.1	6	17.6	6
4	6.9	2	17.1	6	20.6	7
5						
6	6.9	2	8.6	3	8.8	3
7 (Not at all satisfied)						
TOTALS	100.0	29	100.0	35	100.0	34

Table 14

Q. How suitable did the Academic participants feel their technical training program was to their home country conditions? (Item 83b)

SUITABILITY RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely suitable)	20.0	1	66.7	6	28.6	2
2	40.0	2	22.2	2	42.9	3
3	40.0	2	0.0	0	0.0	0
4	0.0	0	0.0	0	28.6	2
5	0.0	0	0.0	0	0.0	0
6	0.0	0	11.1	1	0.0	0
7 (Not at all suitable)	0.0	0	0.0	0	0.0	0
TOTALS	100.0	5	100.0	9	100.0	7

Table 15

Q. How suitable did the Special participants feel their technical training program was to their home country conditions? (Item 80b)

SUITABILITY RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely suitable)	34.8	8	41.6	15	11.8	4
2	26.1	6	22.2	8	20.6	7
3	4.4	1	16.7	6	47.1	16
4	17.4	4	11.1	4	17.6	6
5	13.0	3	5.5	2	2.9	1
6	0.0	0	2.9	1	0.0	0
7 (Not at all suitable)	4.3	1	0.0	0	0.0	0
TOTALS	100.0	23	100.0	36	100.0	34

PART IV

HOME COUNTRY EXPERIENCES

The remaining 2 parts of this report consider items felt by DETRI and AID/OIT to be of interest to the USAID. The data on these items are presented in 3 columns in each table. The first column shows the distribution of responses for Korea, the second column the distribution for other Far Eastern countries, and the third column for all participants (world-wide data). The data in these tables have been combined for all of the fiscal years reported on.

A. Selection Factors

Just over half of the Korean participants said they were working on projects in their home country on which A.I.D. technicians were also working. This is a higher percentage than in the other Far Eastern countries, where 36.5% of the participants said they were working on such projects (Table 16).

40% of the Korean participants said that they had met with A.I.D. representatives to discuss their qualifications to take part in the A.I.D. training program. This is a higher percentage of participants than in other Far Eastern countries. Thirty percent of the Korean participants said that they had had no formal discussions with any government officials about their qualifications, while 37.3% said they discussed their qualifications with representatives of their home country government. These percentages are comparable with the other Far Eastern countries (Table 17).

About 9% of the Korean participants did not recall having to pass any examinations to qualify to take part in their training program. About 60% said they had to pass a medical examination to qualify. This is a lower percentage than from the other Far Eastern countries. Nearly 86% said they had to pass an English language examination to qualify for the A.I.D. training program (Table 18).

About 3 out of 4 of the Korean participants said they had enough time between their notification of participation in the A.I.D. training program and notification of their departure date to make necessary arrangements (Table 19). Just under 60% said they had adequate time between the notification of their departure date and the actual day on which they left their home country (Table 20). These figures are comparable to those for other Far Eastern countries.

Table 16

Q. At the time of their selection, were the participants working on a project in their home country on which A.I.D. technicians were also working? (Item 3)

WORKING WITH A.I.D. TECHNICIANS	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	40.4	46	56.0	571	57.4	1952
Yes	53.5	61	36.5	372	36.2	1229
Don't know	6.1	7	7.5	76	6.4	215
TOTALS	100.0	114	100.0	1019	100.0	3396

Table 17*

Q. Before the participants finally knew they would be a participant, did they have any formal discussions with any government officials about their qualifications to take part in the A.I.D. training program? If so, who were these officials? (Items 4 & 5)

GOVERNMENT OFFICIALS	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	29.8	50	37.4	566	42.4	2290
A.I.D. representatives	40.2	68	27.2	415	30.7	1670
Other U.S. government representatives	8.3	10	5.6	63	5.8	211
Representatives of home country government	37.3	63	41.3	630	36.0	1957

*Percentages add to more than 100% because participants were allowed more than one answer.

Table 18*

Q. Before they finally knew they would be a participant, did the participants have to pass medical, English language, or other special examinations to qualify to take part in the training program? If so, which examinations? (Items 6 & 7)

EXAMINATION	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	8.9	15	9.9	150	23.4	1023
Medical	61.7	74	76.1	850	73.1	2649
English language	85.8	103	79.1	883	59.6	2162
Other	10.0	12	14.1	157	11.7	424

* Percentages add to more than 100% because participants were allowed more than one answer.

Table 19

Q. Was the time between when the participants finally knew they would be a participant and when they were notified of their departure date adequate to make necessary arrangements? (Item 9)

ENOUGH TIME	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	26.8	45	23.3	353	25.3	1364
Yes	73.2	123	76.7	1163	74.7	4027
TOTALS	100.0	168	100.0	1516	100.0	5391

Table 20

Q. Was the time between when the participants were notified of their departure date and the actual day on which they left their home country adequate? (Item 11)

ENOUGH TIME	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	42.0	71	37.6	572	38.0	2051
Yes	58.0	98	62.4	948	62.0	3337
TOTALS	100.0	169	100.0	1520	100.0	5388

B. Briefings

Eighty percent of the Korean participants attended formal planning and orientation meetings in their home country before they left for the United States (Table 21). About half of the Korean participants said A.I.D. representatives attended these meetings, while 37% said that other A.I.D. participants going to the United States were there. Just over 30% of the Korean participants said that representatives of their home country government attended the meetings, while 38.3% said that former A.I.D. participants from Korea were there. These latter 2 percentages are both higher than the percentages given by participants from other Far Eastern countries on these items (Table 22).

Fifty-five percent of the Korean participants said that they heard about general objectives of joint Korean/U.S. development programs which was a higher percentage than that given by participants from other Far Eastern countries. About 45% of the Korean participants said they heard about A.I.D. administrative policies and regulations, while 48% said that relationships between major cultural aspects of Korea and the United States were discussed at these meetings. These, and other topics, such as specific objectives of technical training programs, relationships of these objectives to development projects in Korea and outlines of the proposed plan for the programs were heard by comparable percentages of participants from Korea and the other Far Eastern countries (Table 23).

Table 21

Q. Did the participants attend any formal planning and orientation meeting(s) in their home country before they left? (Item 19)

ATTENDED MEETING	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	19.2	23	24.8	276	23.3	842
Yes	80.8	97	75.2	838	76.7	2777
TOTALS	100.0	120	100.0	1114	100.0	3619

Table 22^{*}

Q. Who else attended the participants' planning and orientation meeting(s) in their home country? (Item 20)

PEOPLE ATTENDING	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
Supervisor	4.2	5	7.0	78	6.0	217
Representatives of home country government	30.8	37	10.5	117	13.5	490
A.I.D. representatives	49.2	59	55.7	622	59.0	2138
Former A.I.D. participants from home country	38.3	46	24.2	270	23.8	863
Other A.I.D. participants going to the United States	36.7	44	35.1	392	42.2	1531

*Percentages add to more than 100% because participants were allowed more than one answer.

Table 23 *

Q. What did the participants hear about at their planning and orientation meeting(s) in their home country? (Item 21)

TOPICS DISCUSSED	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
General objectives of joint home country/AID development projects or programs	55.0	66	40.5	452	44.0	1594
Specific objectives of technical training program	15.0	18	20.7	231	23.9	866
Relationship of objectives of technical training program to a development project or program in home country	18.3	22	18.9	211	20.6	747
Outline of the proposed plan for technical training program	14.2	17	20.0	223	23.1	837
A.I.D. administrative policies and regulations	45.8	55	43.0	536	52.3	1895
Relationships between major cultural aspects of my home country and those of the United States	47.5	57	40.4	451	41.4	1501

*Percentages add to more than 100% because participants were allowed more than one answer.

C. Planning

Nine out of 10 of the Korean participants said they received a copy of their PIO/P before they left for the United States (Table 24). About 1 out of 3 of the Korean participants indicated that there were some aspects of the proposed plan for their technical training program with which they disagreed or which were not clear to them when they left Korea (Table 25). The 2 aspects of the proposed plan which were most often unclear or disagreed with were the general content of the training and the overall length of the program. One out of 10 of the Korean participants either disagreed with or were unclear about these 2 aspects of their proposed plan (Table 26).

Just under half of the Korean participants said they had an opportunity to make suggestions about the proposed plan for their technical training program prior to their departure for the United States (Table 27). Fifty-seven percent of the Korean participants felt that their personal participation in the planning of their proposed programs was "adequate" (Table 28). Just under half of the Korean participants felt that their supervisor's participation in the planning of their program was "adequate" (Table 29).

Table 24

Q. Did the participants receive a copy of their PIO/P for their training before they left for the United States? (Item 18)

RECEIVED PIO/P	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	9.2	11	16.3	182	20.3	732
Yes	90.8	109	83.7	933	79.7	2878
TOTALS	100.0	120	100.0	1115	100.0	3610

Table 25

Q. At the time the participants left their home country, were there any aspects of the proposed plan for their technical training program with which they disagreed or that were not clear to them? (Item 26)

ASPECT UNCLEAR OR DISAGREED WITH	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	71.4	85	66.7	742	68.4	2463
Yes	28.6	34	33.3	370	31.6	1136
TOTALS	100.0	119	100.0	1112	100.0	3599

Table 26

Q. Which of the following aspects of their proposed plan did the participants disagree with or were unclear about? (Item 27)

ASPECT	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
Objectives of training program	6.7	8	6.9	77	6.1	220
How training was planned to be used upon return to home country	3.3	4	8.7	97	7.6	276
General content of training	10.0	12	13.9	155	13.0	472
Training facility(ies)	6.7	8	8.7	97	7.9	287
Overall length of training	10.0	12	9.1	102	9.7	351

Table 27

Q. Prior to their departure, did the participants have an opportunity to make suggestions about the proposed plan for their technical training program? (Item 22)

OPPORTUNITY TO MAKE SUGGESTIONS	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	52.5	63	60.8	675	67.3	2430
Yes	47.5	57	39.2	435	32.7	1176
TOTALS	100.0	120	100.0	1110	100.0	3606

Table 28

Q. How adequate was the participants' personal participation in the planning of their proposed technical training program? (Item 24)

ADEQUACY OF PARTICIPATION	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
Very inadequate	7.3	8	12.2	119	16.9	541
Somewhat inadequate	35.8	39	32.9	321	27.5	884
Adequate	56.9	62	54.9	535	55.6	1790
TOTALS	100.0	109	100.0	975	100.0	3215

Table 29

Q. How adequate was the participants' supervisors' participation in the planning of their proposed technical training program? (Item 25)

ADEQUACY OF SUPERVISORS' PARTICIPATION	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
Very inadequate	4.6	5	10.1	99	10.5	337
Somewhat inadequate	28.7	31	23.1	227	16.5	536
Adequate	48.1	52	46.3	455	41.8	1349
Don't know or not applicable	18.5	20	20.5	202	31.2	1012
TOTALS	100.0	108	100.0	983	100.0	3234

PART V

THE TRAINING PROGRAM AND HOME COUNTRY UTILIZATION

A. Training Program Changes

Sixty-five percent of the Korean participants indicated that no changes were made in their technical training programs after they reached their first training facility in the United States. Less than 2% said that any changes that were made were suggested by officials of their home country government or representatives of A.I.D. in Korea (Table 30).

Table 30 *

Q. Were any changes made in the participants' technical training program after they reached their first training facility?
If so, who suggested these changes? (Items 77A, 72S & 78A & 73S)

SUGGESTED CHANGES	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	64.8	107	68.9	1000	66.2	2305
Officials of home country government	1.8	3	2.9	42	3.6	126
Representatives of A.I.D. in home country	1.2	2	1.4	20	2.0	71

* Percentages do not add to 100% because not all alternatives in the item are listed.

B. Language Training

About 3 out of 10 of the Korean participants who had English language training in Korea felt that it was extremely useful in preparing them for their experiences in the United States. Only about 1 out of 12 participants gave low ratings to the utility of their English language training (below the mid-point on this scale) (Table 31).

Table 31

Q. How useful did the participants find the English language training they received in their home country? (Item 16)

USEFULNESS RATING	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
1 (Extremely useful)	28.3	26	30.4	221	30.2	486
2	26.1	24	22.7	165	22.3	358
3	20.7	19	22.4	163	21.3	344
4	17.4	16	14.0	102	15.8	253
5	6.5	6	7.6	55	7.4	120
6	1.1	1	1.8	13	1.9	31
7 (Not at all useful)	0.0	0	1.2	9	1.1	19
TOTALS	100.0	92	100.0	728	100.0	1611

C. Home Country Position

About 90% of the Korean participants indicated they knew the job they would have when they returned to Korea (Table 32). About 2 out of 3 of these participants said that their jobs would involve training others in specific work skills or teaching students (Table 33). Sixty percent of the Korean participants felt that their A.I.D. training in the United States would help them a "great amount" in their training or teaching in Korea. About 40% felt that the training would help "some" (Table 34).

Table 32

Q. Did the participants know the job they will have when they return to their country after completing their training program? (Item 152)

KNOW JOB	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	11.9	20	16.4	248	17.4	936
Yes	88.1	148	83.6	1260	82.6	4450
TOTALS	100.0	168	100.0	1508	100.0	5386

Table 33

Q. Will the participants' jobs involve training others in specific work skills or teaching students? (Item 156)

TEACH OTHERS	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	32.4	35	26.2	239	27.1	790
Yes	67.6	73	73.8	672	72.9	2134
TOTALS	100.0	108	100.0	911	100.0	2924

Table 34

Q. How much of their A.I.D. training will help the participants in training or teaching? (Item 157)

TRAINING WILL HELP:	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
A little	2.6	2	1.6	11	2.9	64
Some	37.7	29	30.0	204	27.8	608
A great amount	59.7	46	68.4	466	69.3	1516
TOTALS	100.0	77	100.0	681	100.0	2188

D. Expected Utilization Problems

Fifty-five percent of the Korean participants said they expected to have no problems in utilizing their training due to a lack of equipment, tools, or facilities in Korea. This is a higher percentage expecting no problems in this area than in other Far Eastern countries (Table 35). About 1 out of 3 of the Korean participants said that a lack of money would not be a problem in utilizing their training. This is also a higher percentage not expecting this problem than in other Far Eastern countries (Table 36). Half of the Korean participants expected to encounter utilization problems due to a lack of qualified staff in Korea. This is a lower percentage expecting this problem than in the other Far Eastern countries (Table 37).

About 1 out of 3 of the Korean participants said they would have some problem in using their training due to a lack of help from their immediate supervisor (Table 38). About 40% of the Korean participants said they would have some difficulty due to lack of support from higher officials (Table 39). About 40% of the Koreans expected resistance by people to changing ways of doing things to be a problem for them in using their A.I.D. training. This is a lower percentage expecting this problem than in other Far Eastern countries (Table 40).

Table 35

Q. Will the participants have a problem due to a lack of equipment, tools, or facilities in using their training? (Item 158a)

PROBLEM WITH LACK OF EQUIPMENT	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	54.8	92	31.4	472	38.5	2048
Some	30.4	51	37.7	567	39.5	2104
Much	14.9	25	30.8	463	22.0	1173
TOTALS	100.0	168	100.0	1502	100.0	5325

Table 36

Q. Will lack of money be a problem for participants in using their training? (Item 158b)

PROBLEM WITH LACK OF MONEY	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	33.7	56	23.7	355	29.3	1555
Some	45.2	75	40.5	605	42.6	2264
Much	21.1	35	35.8	535	28.1	1491
TOTALS	100.0	166	100.0	1495	100.0	5310

Table 37

Q. Will a lack of qualified staff be a problem for participants in using their training? (Item 158c)

PROBLEM WITH LACK OF QUALIFIED STAFF	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	49.7	83	34.6	517	42.8	2273
Some	35.9	60	45.6	682	41.7	2213
Much	14.4	24	19.8	296	15.5	822
TOTALS	100.0	167	100.0	1495	100.0	5308

Table 38

Q. Will the participants have a problem in using their training due to lack of help from their immediate supervisor? (Item 158d)

PROBLEM WITH LACK OF HELP	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	65.5	110	63.4	943	70.2	3689
Some	27.4	46	30.5	454	24.7	1298
Much	7.1	12	6.1	90	5.1	267
TOTALS	100.0	168	100.0	1487	100.0	5254

Table 39

Q. Will the participants have a problem with lack of support from higher officials in using their training? (Item 158e)

PROBLEM WITH LACK OF SUPPORT	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	58.9	99	51.0	759	58.6	3083
Some	32.7	55	40.5	603	33.6	1765
Much	8.3	14	8.5	127	7.8	411
TOTALS	100.0	168	100.0	1489	100.0	5259

Table 40

Q. Will resistance by people to changing ways of doing things be a problem for the participants in using their training? (Item 158f)

PROBLEM WITH RESISTANCE	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	61.4	102	41.3	616	41.5	2196
Some	36.1	60	46.0	686	46.1	2436
Much	2.4	4	12.6	188	12.4	658
TOTALS	100.0	166	100.0	1490	100.0	5290

E. Expected USAID Assistance

About 1 out of 5 of the Korean participants said that they did not expect to call on USAID in Korea to help them use their training upon their return. Thirty percent felt that USAID could help them by providing technical advisors, providing U.S. training for fellow workers, or keeping A.I.D. participants in touch with each other. Twenty-five percent felt that USAID could help their utilization of their training by providing equipment, tools, and facilities; or conducting seminars, meetings and conferences. Fifty percent felt that USAID could be helpful in providing professional magazines, journals, and other printed material. All of these percentages of suggestions for help that could be provided by USAID are lower than those given by participants from other Far Eastern countries (Table 41).

Table 41*

Q. Do the participants expect to call on the A.I.D. Mission in their home country to help them use their training in their home country? If so, what ways may the Mission help? (Items 159&160)

HELP EXPECTED	KOREA		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	22.7	27	17.2	191	21.2	765
Provide technical advisors	30.0	36	42.6	476	37.4	1357
Provide equipment, tools, facilities	23.3	28	64.8	724	50.7	1837
Provide professional magazines, journals, and other printed material	50.8	61	72.9	814	66.1	2396
Conduct seminars, meetings and conferences	25.0	30	36.9	412	37.7	1368
Provide U.S. training for fellow workers	31.7	38	51.2	572	49.8	1806
Help A.I.D. participants keep in touch with each other	31.7	38	46.4	518	43.0	1560

*Percentages add to more than 100% because participants were allowed more than one answer.

PART VI

OBSERVATION TRAINING TEAMS

Data for the 3 Observation Training Teams interviewed at DETRI during the period covered by this report, are presented in the following tables. Comparative data for the geographical region and the world are not presented because the small number of available teams and participants would make such comparisons unreliable and possibly misleading.

As the interview format for Observation Training Teams was revised during the reporting period, not all questions were asked of all team members. Consequently, the total number of responses in each table does not always correspond to the total number of participants in Table 42.

Table 42

Q. What was the size, length of program, participating agency, and field of training of the observation training teams?

<u>NUMBER OF PARTICIPANTS</u>	<u>LENGTH OF PROGRAM (Weeks)</u>	<u>PARTICIPATING AGENCY</u>	<u>FIELD OF TRAINING</u>
4	10	R.O. Ferguson Associates	Manufacturing and Processing
13	8	I.R.S.	Public Budgeting and Finance Administra- tion
3	8	Bureau of Mines	Mining and Minerals

Table 43

Q. How satisfied were the participants with their total experience as A.I.D. participants?

<u>RATING SCALE</u>	<u>NUMBER OF PARTICIPANTS</u>
1 (Extremely satisfied)	1
2	15
3	4
4	0
5	0
6	0
7 (Not at all satisfied)	0

Table 44

Q. How satisfied were the participants with their technical training program?

<u>RATING SCALE</u>	<u>NUMBER OF PARTICIPANTS</u>
1 (Extremely satisfied)	14
2	2
3	4
4	0
5	0
6	0
7 (Not at all satisfied)	0

Table 45

Q. How satisfied were the participants with their personal and social experiences?

<u>RATING SCALE</u>	<u>NUMBER OF PARTICIPANTS</u>
1 (Extremely satisfied)	1
2	16
3	2
4	1
5	0
6	0
7 (Not at all satisfied)	0

Table 46

Q. At the time of their selection were the participants working on a project in their country on which A.I.D. technicians were also working?

<u>PARTICIPANT RESPONSE</u>	<u>NUMBER OF PARTICIPANTS</u>
Yes	0
No	20
Don't know	0

Table 47

Q. Did the participants have adequate time before departure to make the necessary arrangements to come to the United States?

<u>PARTICIPANT RESPONSE</u>	<u>NUMBER OF PARTICIPANTS</u>
Yes	20
No	0

Table 48

Q. Did the participants attend any formal briefing or orientation meeting with USAID personnel before their departure?

<u>PARTICIPANT RESPONSE</u>	<u>NUMBER OF PARTICIPANTS</u>
Yes	10
No	10

Table 49

Q. In addition to the participants and USAID personnel, did any of the following people take part in the USAID briefing?

<u>PEOPLE PARTICIPATING</u>	<u>PARTICIPANT RESPONSE</u>	
	<u>Number Yes</u>	<u>Number No</u>
The participants' supervisor or next higher official	6	4
Other representatives of the participants' government	3	7
Former A.I.D. participants from Korea	0	10

Table 50

Q. Which of the following subjects were discussed or presented at the USAID briefing?

<u>SUBJECT</u>	<u>PARTICIPANT RESPONSE</u>	
	<u>Number Yes</u>	<u>Number No</u>
General objectives of the A.I.D. program in Korea	7	3
Objectives of the participants' training program	10	0
Proposed plan of the participants' training program	10	0
A.I.D. administrative policies and regulations for participants	4	6
Aspects of culture and life in the United States	4	6
Travel information	10	0

Table 51

Q. How useful did the participants feel that the USAID briefing had been in helping to prepare them for their experiences in the United States?

<u>RATING SCALE</u>	<u>NUMBER OF PARTICIPANTS</u>
1 (Extremely useful)	0
2	5
3	4
4	1
5	0
6	0
7 (Not at all useful)	0

Table 52

Q. Prior to their departure, did the participants have an opportunity to make suggestions about the proposed plan of their training program?

<u>PARTICIPANT RESPONSE</u>	<u>NUMBER OF PARTICIPANTS</u>
Yes	10
No	10

Table 53

Q. Were the objectives and proposed plan of their training program discussed with their supervisor or next higher official?

<u>PARTICIPANT RESPONSE</u>	<u>NUMBER OF PARTICIPANTS</u>
Yes	20
No	0
Don't know	0

Table 54

Q. Did the participants find life, as they observed it in the United States, as they expected or was it different in some ways?

<u>PARTICIPANT RESPONSE</u>	<u>NUMBER OF PARTICIPANTS</u>
As expected	20
Somewhat as expected	0
Seldom as expected	0